

RPS Anti-Racist Statement

Pharmacy's racial diversity is a source of pride for all of us. While celebrating our racial diversity, we must also ask ourselves whether we are a profession that has true racial equality. The experiences and opportunities afforded to our Black, Asian and Minority Ethnic pharmacists clearly demonstrates this is not the case. This has to change. Action has to be taken.

Of course, pharmacy does not exist in a vacuum. Racial inequalities are prevalent across society. However, within pharmacy we do have our own problems and disparities that must be tackled. Notable examples include undergraduate and pharmacist pre-registration assessment pass rates and disproportionate numbers of fitness-to-practice cases. There is also a clear lack of diversity in leadership positions, resulting in an absence of identifiable national and local role models for some ethnic groups within the profession.

At RPS we are fully committed to equality, diversity, and inclusion. However, to address the systemic racial inequality that exists within pharmacy we must go a step further. That's why we are committing to go beyond simply being 'passively not racist' and pledge to ingrain a spirit of active anti-racism at the heart of everything we do.

What does this mean? It means that when we see racial inequalities or any other forms of discrimination within our own organisation and pharmacy more widely, we deem it to be wholly unacceptable. No 'ifs' or 'buts'. Unacceptable means unacceptable. It prompts us to take action and work to identify those underlying structures and policies that allow these disparities to exist and to tackle them head on.

Our commitment to being proactively anti-racist will not be easy. It will require us as individuals, an organisation and a profession to show vulnerability; to admit that we have been wrong or have been too quick to overlook problems. It will also require moving beyond rhetoric to firm action. That is why we are determined to lead the profession and outline clear commitments that will help us to live up to our aim of being an anti-racist organisation.

Our Commitments are to:

1. Live up to and fulfil our promise of anti-racism. When we identify something that is not right, we will speak up about it, challenge it and aim to achieve real and lasting change.
2. Recognise that our Black, Asian and Minority Ethnic membership is not a single category, but made up of a range of backgrounds, races and religions who each encounter unique challenges and have their own lived experiences.

3. Thoroughly investigate any accusation of racism and to take a zero-tolerance approach to any RPS member, elected official or employee who has acted in a racist manner.
4. Proactively increase diversity within our national boards and expert advisory panels through annual campaigns that support, encourage and emphasise the importance of RPS members from Black, Asian and Minority Ethnic backgrounds putting themselves forward for these positions.
5. Ensure that all RPS elected officials, members of expert advisory groups, our fellowship panel and employees have undertaken equality and diversity training.
6. Aim to become a fairer, more inclusive employer by undertaking equality impact assessments, publishing our ethnicity pay gap each year, refining recruitment practices and working to improve diversity within our senior roles.
7. Give voice and listen to our diverse membership via our [Action in Belonging, Culture and Diversity \(ABCD\) Group](#) and through the development of new virtual networks.
8. Continuously develop and refine our RPS mentoring platform so that it meets the needs and effectively supports our diverse membership to overcome the challenges they face and reach their full potential.
9. Work with individual members of the profession and employers to develop a 'Workforce Inclusion and Wellbeing Pledge' that aims to develop healthier and more inclusive workplaces for this and future generations.
10. Champion policy transformation that reverses existing long-standing disparities within pharmacy through appropriate challenge, advocacy and collaborative working with regulators, education providers and a diverse group of stakeholders from both within and outside of pharmacy.
11. Advocate for pharmacy's role in addressing health inequalities and poorer outcomes for Black, Asian and Minority Ethnic patients.

Pharmacy is a diverse profession. It must also be an equal profession. We hope that these actions will drive forward change within our own organisation and help lead to widespread, long-lasting racial equality across pharmacy. The result of which will be a stronger, more authentic and unified profession that stands with and provides improved care to the diverse communities we serve.

We invite our members and the whole profession to join us on this journey.